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DATA COLLECTION ON CATEGORY IV ENLISTEE SAMPLE FOR ACB-2 LONGIT--ETC(U)  
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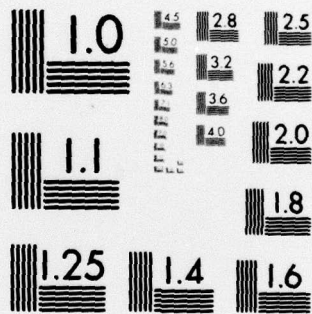
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DATA COLLECTION ON CATEGORY IV ENLISTEE SAMPLE  
FOR ACB-2 LONGITUDINAL STUDY.

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**DATA COLLECTION ON CATEGORY IV ENLISTEE SAMPLE  
FOR ACB-2 LONGITUDINAL STUDY**

During August through December 1958, Army enlistment standards were modified to permit acceptance of non-prior service enlistees in the upper half of mental category IV on the AFQT (21st to 30th percentiles, inclusive), provided they attain scores of 90 or better on two or more of the aptitude areas derived from the Army Classification Battery. To evaluate the effectiveness of the special screening standard introduced (termed the ACB-2 program), a longitudinal study was initiated to appraise the military performance of a sample of Category IV enlistees accepted under those standards (the study was directed by DCSPER in the spring of 1959). Procedures employed in identifying and selecting the sample of Category IV men to be included in the study are described in HFRB Research Memorandum 60-12 (Helme, Thomas, and Anderson. 1960).

ABSTRACT

**PURPOSE**

The present memorandum describes procedures used to obtain initial and follow-up data on the Category IV enlistee sample screened under the ACB-2 program in August-December 1958. Included in the follow-up was an additional sample of enlistee men selected from the same units as the Category IV enlistee sample. These men were selected to serve as controls in subsequent analyses. Data collected will be analyzed to determine the general screening value (prediction across MOS) and classification value (differential prediction) of three types of variables:

- 1.) experimental test variables incorporated in the Classification Inventory, EC-4R which was specifically constructed for screening Category IV EM;
- 2.) background variables such as years of education and socio-economic status; and
- 3.) AFQT-ACB composites including the ACB-2 prerequisite currently used in screening inductees (two or more Aptitude Area scores of 90 or above along with a qualifying percentile score of 10 on AFQT).

**PROCEDURE**

Data collection was conducted in two phases. In the first phase of data collection, field trips were made to administer tests and collect evaluations on both experimental and control cases. This phase provided data necessary for the analysis of experimental test variables as well as

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of background and operational test variables. In the second phase, data were obtained by mail order on additional experimental and control cases to be used in analysis of background variables and operational test variables only. In the third phase, similar data were collected on discharges included in the original Category IV enlistee sample.

#### TEST ADMINISTRATION AND FIELD EVALUATIONS

Data collection was conducted in February through July 1960 at installations in the Continental USA and in Germany where concentrations of men in the selected Category IV sample were located. Matched groups were established, each group including one or more Category IV RA enlisted men (experimental cases) and one or more control cases (termed co-workers) matched to the experimental case or cases in unit, MOS, immediate supervisor, and length of service (18 to 24 months), but differing in component (US) and in AFQT category (other than Category IV). Data were collected on 445 such groups (Table 1).

Table 1

#### SUMMARY OF PHASE I DATA COLLECTION

Samples	No. of Matched Groups	No. of Cases by Component and AFQT Percentile Range				Totals
		RA		US		
		21-30	10-30	31-100	31-100	
<b>Combat MOS</b>						
Infantry (11) <sup>a</sup>	145	174	48	184	69	475
Armor (13)	34	49	16	37	15	117
Field Art Weapons (14)	53	65	27	63	20	175
Other Combat (12,15,19)	54	66	17	50	43	176
<b>Non-Combat MOS</b>						
Field Communications (31)	27	33	8	21	18	80
Military Crafts (51-56)	30	34	16	29	10	89
Auto. Maintenance (63)	22	23	2	32	12	69
Motor Transport (64)	30	30	9	20	16	75
Clerical (71-76)	17	17	2	21	7	47
Medical Care and Treatment (91)	19	20	7	26	10	63
Military Police (95)	2	2	1	2	3	8
Other Non-Combat	12	19	1	10	6	36
Totals	445	532	154	495	229	1410

<sup>a</sup> Numbers in parentheses are the first two digits of MOS number and identify occupational groups.



Selection of co-workers and raters (three co-workers and four raters per group, whenever possible), scheduling of testing and rating sessions, and completion of personal data sheets were, in most cases, accomplished under the supervision of Project Officers according to procedures outlined in the Manual of Instructions for Project Officers, dated 1 June 1960 (summarized in Appendix A). Testing and rating sessions were conducted by HFRB staff members. For groups assigned to Combat MOS, ratings were obtained using the Combat Aptitude Rating Scale, PT 2821. The Army Enlisted On-the-Job Data Sheet (AGTZ Form 114) was completed for men in groups assigned to non-combat MOS. Background data, ACB test scores, and general military adjustment data (record of demotions, days lost, company infractions, and court-martial convictions) were obtained for all groups on Personnel Data Sheet, AGTZ Form 57. Cases obtained in the first phase were considered sufficient for the validation of experimental test variables across MOS, utilizing criteria of MOS performance and general military adjustment.

#### COLLECTING BACKGROUND AND OPERATIONAL TEST DATA ON SUPPLEMENTARY SAMPLE

Data collection procedures for the supplementary sample (summarized in Table 2) were essentially the same as in the first phase except that experimental tests were not administered. On-the-job ratings (AGTZ 114) were collected for all groups, including those assigned to combat MOS. Data collection was accomplished under the supervision of commanding officers of the men under study, according to instructions in AGTZ FL 29 (when one group was involved) or in AGTZ FL 30 (when more than one group was involved). Cases obtained in this phase augment the MOS samples previously obtained for the validation of background variables and operational test variables.

#### COLLECTION OF DATA ON DISCHARGEES

Approximately 150 EM included in the enlistee sample originally identified were discharged for inaptitude or under other-than-honorable conditions in the course of data collection. Data on these cases were obtained on AGTZ Form 47 from personnel records in the files of the Army Records Center, St. Louis, Missouri. These cases comprise a criterion group representative of generally poor military adjustment, and will be used in the analysis of background variables and operational test variables.

#### PLANS FOR ANALYSIS

The first step in analyzing data collected under this project will be to compare EM in broad categories defined by component and AFQT level

Table 2

## SUMMARY OF DATA COLLECTION IN PHASE II

Samples	No. of Matched Groups	No. of Cases by Component and AFQT Percentile Range				Totals
		RA	US	RA	US	
		21-30	10-30	31-100	31-100	
Combat MOS						
Infantry (11) <sup>a</sup>	47	57	35	65	37	194
Armor (13)	11	12	6	15	3	36
Field Art Weapons (14)	18	21	13	6	9	49
Other Combat (12,15,19)	16	17	5	23	9	54
Non-Combat MOS						
Field Communications (31)	9	10	6	4	8	28
Military Crafts (51-56)	22	27	17	19	9	72
Auto Maintenance (63)	7	8	-	13	3	24
Motor Transport (64)	24	24	10	21	8	63
Clerical (71-76)	8	9	-	12	5	26
Medical Care and Treatment (91)	11	16	2	12	7	37
Military Police (95)	16	16	5	21	10	52
Other Non-Combat	16	19	3	16	15	53
Totals	205	236	102	227	123	688

<sup>a</sup>Numbers in parentheses are the first two digits of MOS number and identify occupational groups.

(Tables 1 and 2). Results will indicate differences in job performance related to MOS, component, and AFQT level. The second step will provide standards of (1) acceptable performance as defined by the rating score predicted by the AFQT 31st percentile, and (2) career soldier potential as defined by the score predicted by the 50th percentile. The third step, the major part of the analysis, will then relate experimental, operational, and background variables to the criterion of acceptability as defined by (1) the standard on the MOS rating performance scale, and (2) an acceptable level of general military adjustment. From this step, guidelines will be established for the development of screening and MOS classification standards for low mental category personnel.

## REFERENCE

Helme, W. H., Thomas, J. A., and Anderson, A. A. Selection of Category IV enlistee sample for ACB-2. Longitudinal study. HFRB Research Memorandum 60-12. April 1960.



## APPENDIX A

### OUTLINE OF PRELIMINARY STEPS IN DATA COLLECTION TO BE COMPLETED AT EACH INSTALLATION BY PROJECT OFFICERS

1. The PROJECT OFFICER should verify the location and organization of each designated EM whose name appears on the station listing.
2. The PROJECT OFFICER should contact the Unit to which each designated EM is assigned and request the UNIT PERSONNEL OFFICER to:
  - a. Select three co-workers for each designated EM. Co-workers should have the SAME MOS and SAME IMMEDIATE SUPERVISOR, and should be in their first term of service.
3. When the co-workers have been selected, the PROJECT OFFICER should contact the unit to which these EM are assigned, and request the UNIT COMMANDER to:
  - a. Select 4 raters who know the job performance of the designated EM, and of all three co-workers as well. The following criteria for raters should be observed:
    - (1) A rater must have been assigned to the Unit for at least 30 days.
    - (2) A rater should be an Officer, NCO, or specialist of higher grade than the person who is being rated.
    - (3) Each rater should have sufficient contact with every one of the four persons he is rating, either directly on the job or through observation, to evaluate each man's job performance properly.
  - b. Notify the PROJECT OFFICER of the names of the raters for each designated EM and each co-worker.
4. Upon such notification, the PROJECT OFFICER should schedule testing and rating sessions in accordance with the provisions of paragraphs IV and V, Manual of Instructions for Project Officers, and confirm such scheduling with the various UNIT COMMANDERS.
5. The PROJECT OFFICER should have a Testing and Rating Schedule prepared in 5 copies for EACH SET OF EXAMINEES. A SET OF EXAMINEES CONSISTS OF A DESIGNATED EM AND HIS THREE CO-WORKERS. The names on each schedule should be arranged in alphabetical order.

- a. Four copies should be sent to the UNIT COMMANDER to confirm the schedule sessions for distribution. One copy should then be given to each rater to take to the rating session.
- b. The original copy should be held for the DA representative.